Human Relations Education

Military Equal Opportunity

Cpt Vicki Pfeifer

Chief, Military Equal Opportunity

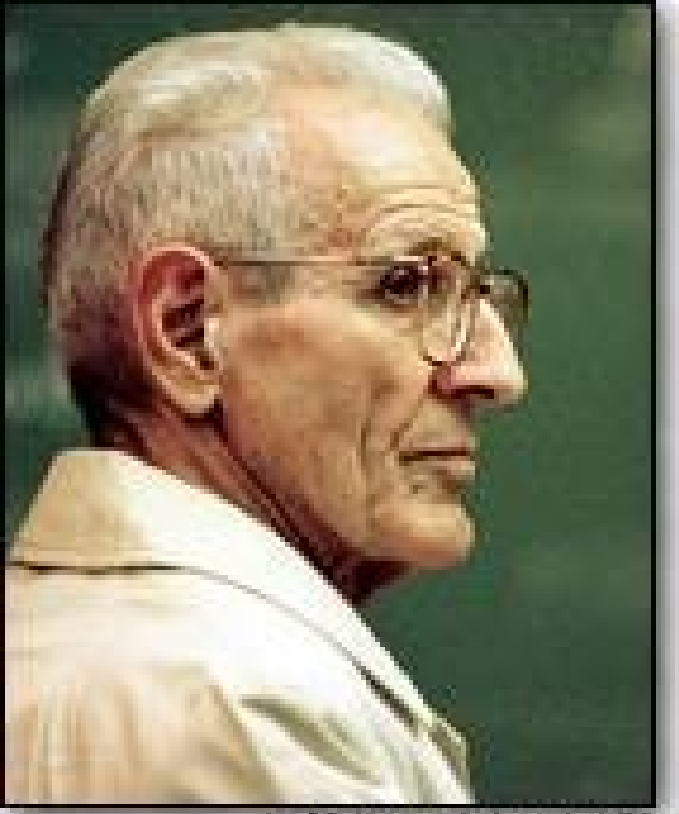
Perception Exercise

VALUES

Smiley N. Pool / The Houston Chronicle

Karla Faye Tucker

Death Penalty



Jeff Kowalsky / AFP

Carlos Osorio / AP

Matters of life and death

Church and State

"I was joking to the team that only men do it. Of course, I'm crazy enough I had to do it."

Equality

Anti-Nazi activists celebrate the cancellation of a scheduled march by white supremacists near Lafayette Park in Washington D.C.

Freedom of Speech

Overview

- I Events leading to current AF Approach
- II Communication, Perception Listening, and Prejudice
- III Unlawful Discrimination, Sexual Harassment
- IV Filing Complaints

Overview

- V Reprisal
- VI Roles and Responsibilities
- Closure

Events Leading to Current AF Approach

Histor
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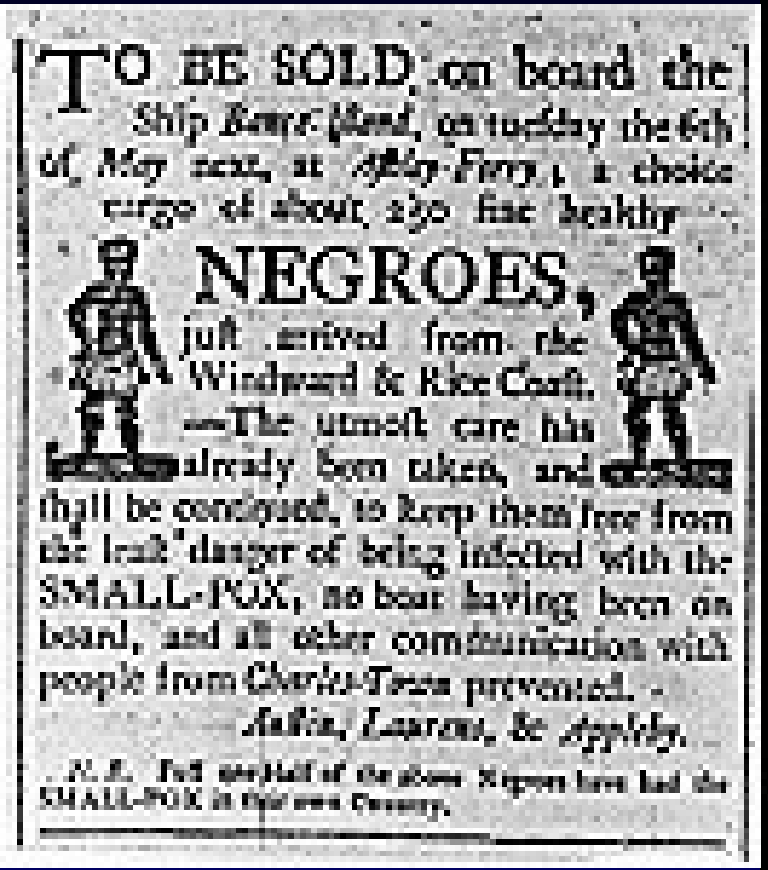


TO BE SOLD on board the Ship *Rumford*, on tuesday the 6th of *May* next, at *Abby-Ferry*, a choice cargo of about 250 fine healthy

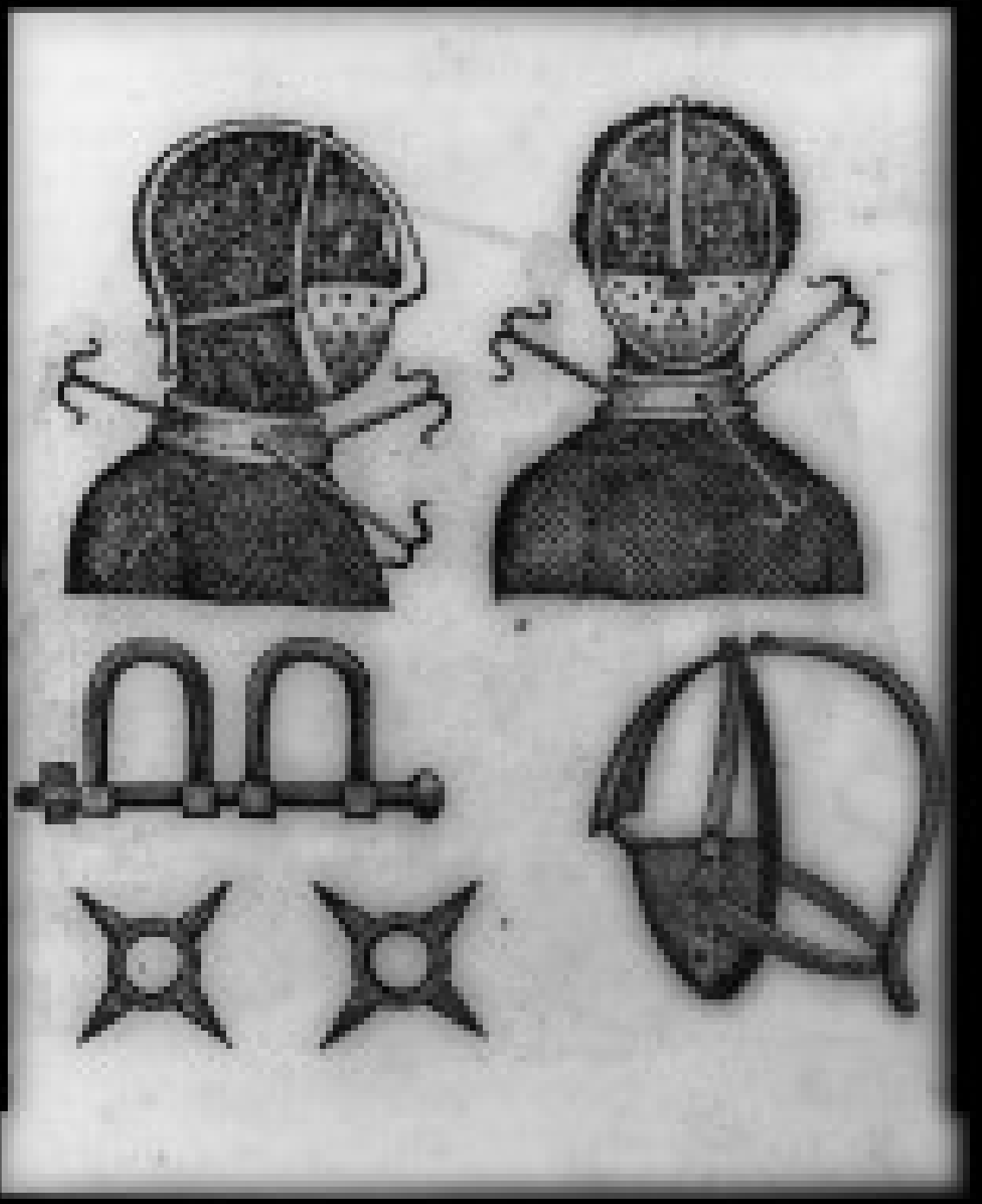
NEGROES,

just arrived from the Windward & Rice Coast.

—The utmost care has already been taken, and shall be continued, to keep them free from the least danger of being infected with the SMALL-POX, no boat having been on board, and all other communication with people from *Charles-Town* prevented.

Sallin, Laurens, & Appleby.

N. B. Full one-half of the above Negroes have had the SMALL-POX in their own Country.



Segregated restaurants, water fountains, schools

Brown Vs. Board of Education in 1954

Supreme court ruled segregation is unconstitutional

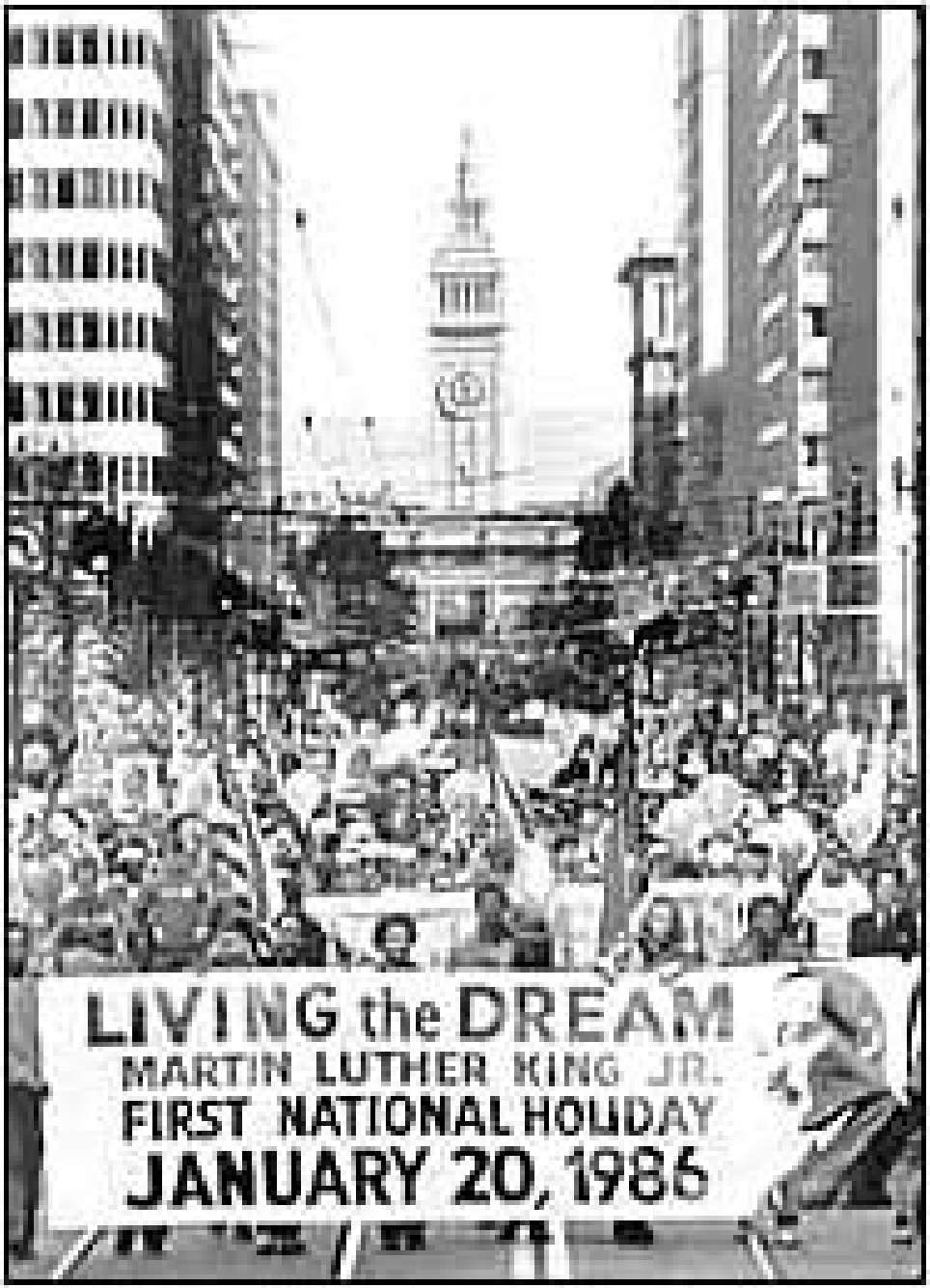
Rosa Parks bus incident on Dec 1, 1955 led to bus boycott

© The Associated Press

Civil Disturbances

Francis MillerLIFE

Bob Fitch/Black Star


LIVING the DREAM
MARTIN LUTHER KING JR.
FIRST NATIONAL HOLIDAY
JANUARY 20, 1986

© UPI

Japanese Internment Camps 1942-1946

Federal Government

- **Civil Rights Act of 1964, Executive order 11478**
  - **Gave the Air Force the power to strike at discrimination**
  - **Air Force became complacent thinking it was proactive**
  - **A wave of civilian disturbances struck the U.S. to include: Los Angeles, Cleveland, Washington, Baltimore, Boston, and a dozen other cities due to minority frustrations after the promises of the Civil Rights Act.**

Department of Defense Response

Human Goals Proclamation, DoDD 1100.15 (last revised May 1994)

- **In all that we do, we must show respect for the serviceman, the servicewoman, the employee, and family members', recognizing their individual needs, aspirations, and capabilities.**

Air Force Response

- **Establishment of the Social Actions Program**
  - **Est. in 1972 by a race relation's task force for education purposes.**
  - **Originated as a three year proposal.**

Contemporary EO Events/Disturbances

- **Civilian:** Anita Hill/ Clarence Thomas, Rodney King, O.J. Simpson Trial Verdict, and Jaspar, Texas, Timothy Thomas
- **Military:** Tailhook, Desert Shield/Storm – Women in Combat, Fort Bragg, NC, Aberdeen

Steve Marcus / Reuters

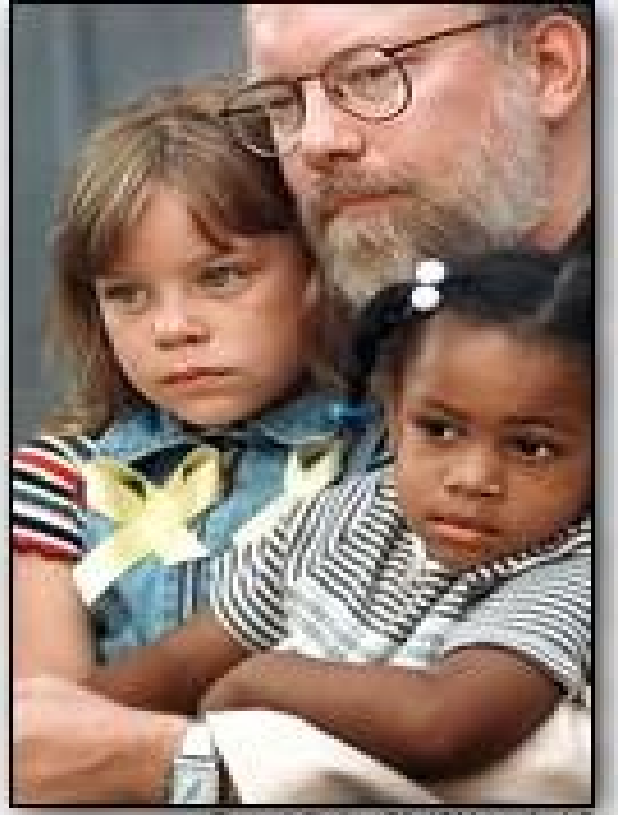
KNBC-TV

Police guide children from the Jewish community center in Granada Hills on Aug. 10 after a gunman opened fire on children and staff members. The next day, suspect Buford O. Furrow Jr., left, surrendered to the FBI.

Swastikas found at Columbine

LITTLETON, Colo., Aug. 16 — Newly scrawled swastikas found in some bathrooms marred students' return to Columbine High School on Monday, the first day of classes since April 20, when two students unleashed a deadly rampage at the school on the

Ron Jaap / The Beaumont Enterprise

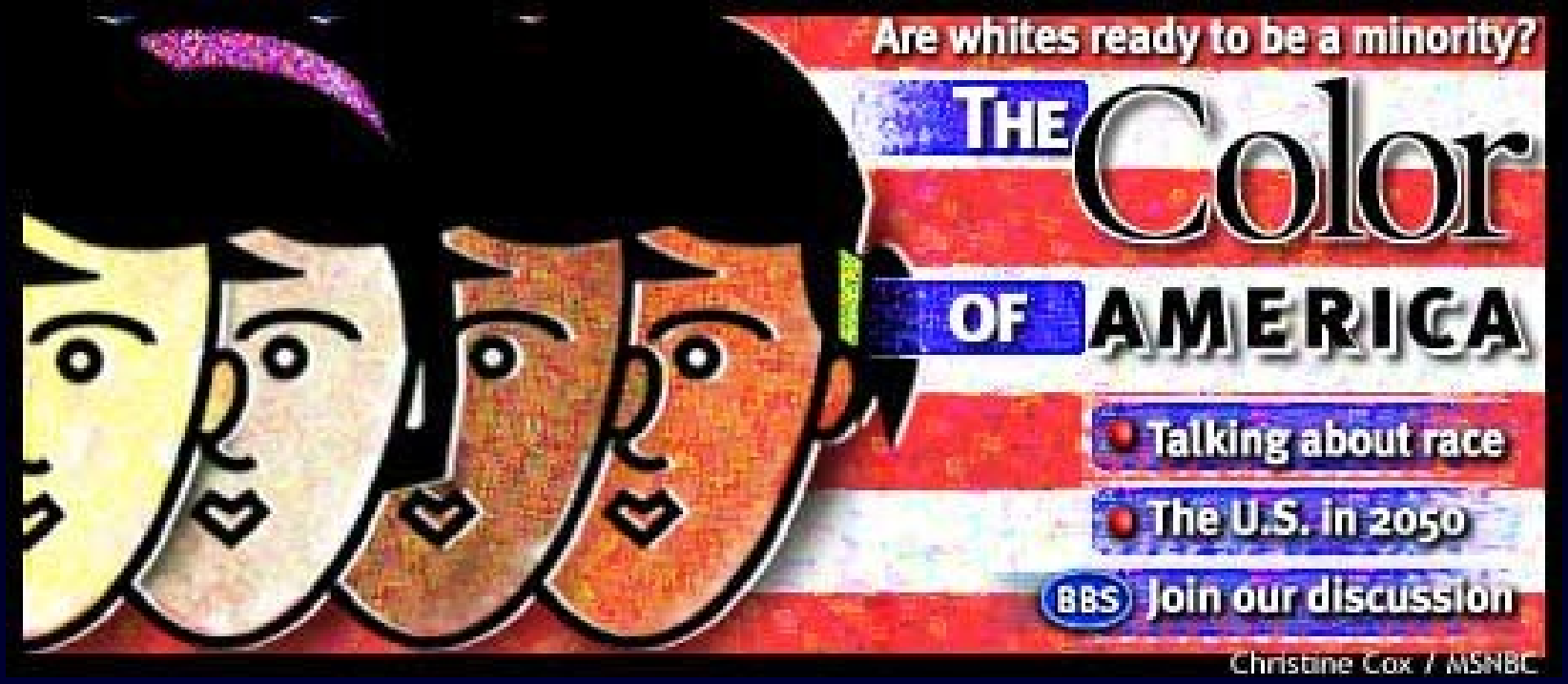


David J. Phillip / AP

Murder behind the wheel

June 11 -- James Byrd Jr. was chained to the back of this pickup and dragged to his death outside Jasper, Texas. Two white men, John King and Lawrence Brewer, were charged in the murder of Byrd, a black man. Right, the Rev. Walter Snyder holds his daughter, Laura, and her

ISSUES


Are whites ready to be a minority?
THE Color OF AMERICA
Talking about race
The U.S. in 2050
BBS Join our discussion
Christine Cox / MSNBC

Quick. Imagine an American. Is your American white? Come the middle of the next century, according to the best estimates, most Americans won’t be.

MSNBC

Demographics

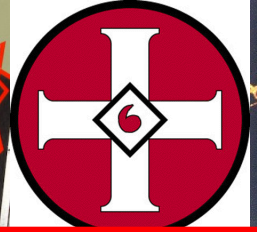
- U.S. population will increase by 50 percent between 1995 and the year 2050
- Today, 74 percent of the U.S. population is non-Hispanic white. By 2050, only 53 percent of the U.S. population will be non-Hispanic whites
- Hispanics population increase from 12.5% to 24.5%
- Black population increase from 12.3% to 13.6%
- Asian population increase from 3.6% to 8.2%

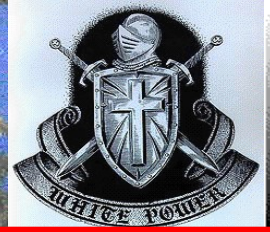
Language other than English

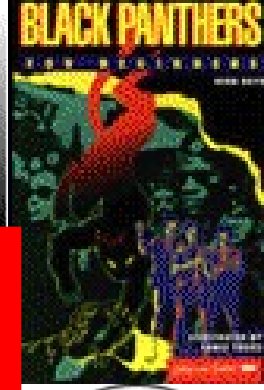
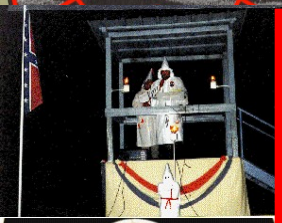
- **Members are authorized to speak other languages in the workplace as long as language does not interfere with normal duty operations, i.e., safety issue or "business necessity." To arbitrarily deny a member the right to speak another language in the workplace is a form of unlawful discrimination based on national origin.**

Feb 3, 1988
DoD
1300.17

“Accommodation of Religious Practice Within the Military Service” Recognized that “a basic principle of our nation is free exercise of religion,” and that the “DoD places a high value on the rights of Service members of the Armed Forces to observe the tenets of their respective




WHITE POWER

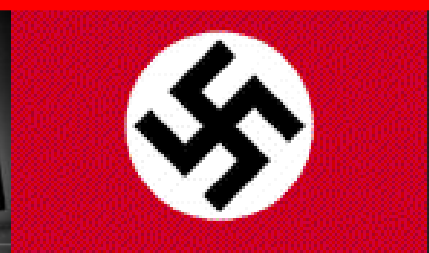
League Of The South

BLACK PANTHERS


The Power

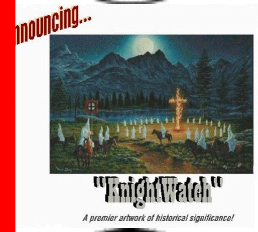
Boys in the Hood

PANTHERS

Adolf Hitler
European Tour
1939-45



N.O.I. Online
www.noi.org

NATIONAL-SOZIALISTISCHE-D.A.P.-

nnouncing...
"KnightWatch"
A premier artwork of historical significance!

WHITE PRIDE WORLD WIDE

HATE

Groups

Hate Group

A group that supports supremacist causes or attempts to create unlawful discrimination, based on race, color, sex, national origin, or religion; advocates the use of force/violence or otherwise engages in the effort to

DoD policy prohibits service members from actively participating in extremist group activity

IAW AFI 51-903

- **Commanders must preserve the service member's right of expression, to the maximum extent possible, consistent with good order, discipline, and national security, however…**

-No active participation…Ex: recruiting, rallies, leafleting, leading, etc

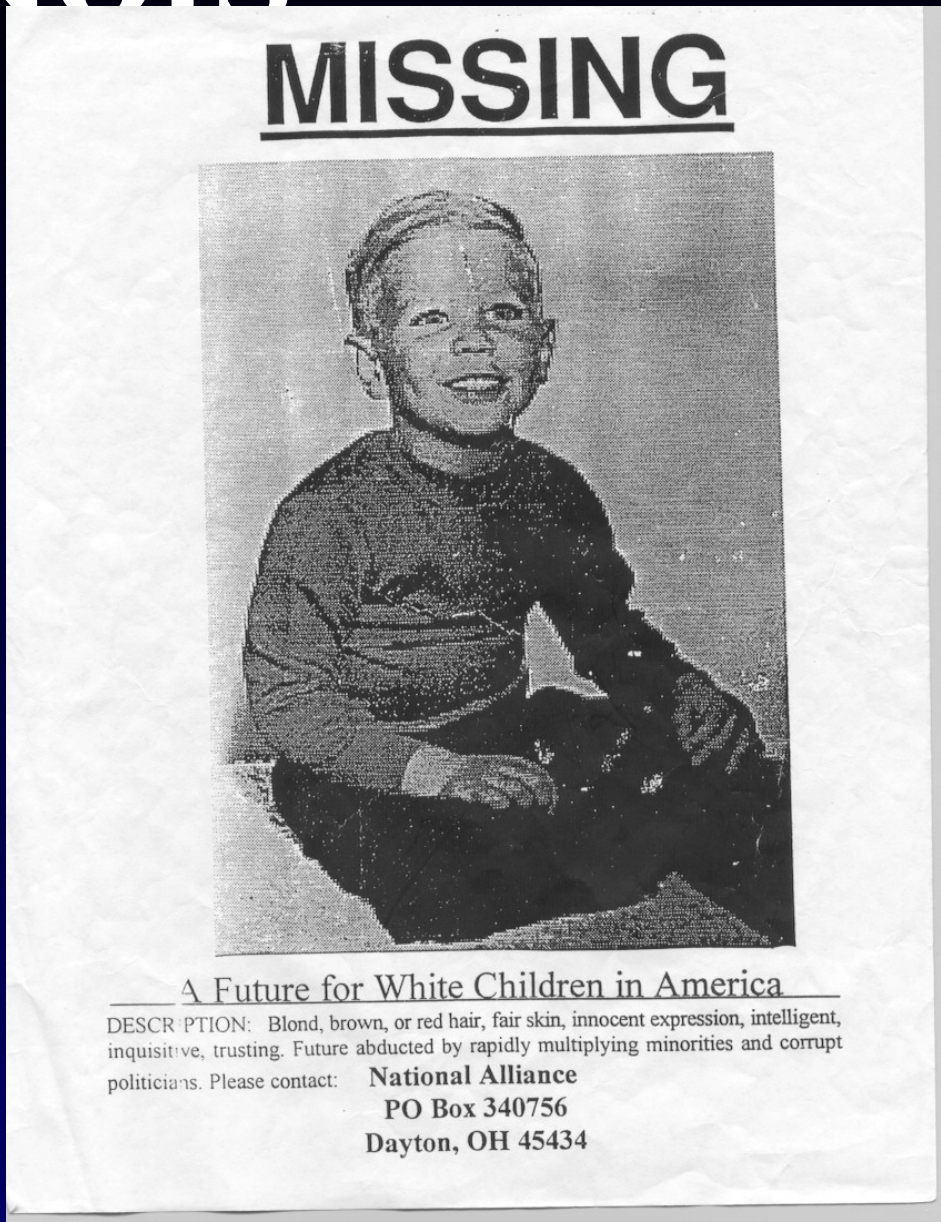
-Mere membership must be considered in evaluating or assigning members

HATE GROUPS IN ILLINOIS

- **European American Unity & Rights Organization - Joliet**
- **Neo Nazi-**
  - **E. Peoria, Joliet, Park Ridge,**
  - **Pontiac, Bloomington,**
  - **Creve Coeur, Deerfield,**
  - **Downers Grove**
- **KLAN**
  - **Litchfield, Prospect Heights**

****Nation of Islam**
****New Black Panther Party**
- **Chicago**

- **Jewish Defense League**
  - **Skokie**


MISSING
A Future for White Children in America
DESCRIPTION: Blond, brown, or red hair, fair skin, innocent expression, intelligent, inquisitive, trusting. Future abducted by rapidly multiplying minorities and corrupt politicians. Please contact: National Alliance
PO Box 340756
Dayton, OH 45434

POLICY

Department of Defense Policy

IAW DoD 1350.2: Promote an environment free from personal, social, or institutional barriers that prevent service members form rising to the highest level of responsibility possible. Members shall be evaluated only by individual merit, fitness, and capability.

Air Force Policy (military)

IAW AFPD 36-27: the Air Force will conduce its affairs free from unlawful discrimination and sexual harassment. It provides equal opportunity and treatment for all members irrespective of color, national origin, race, religion, or sex, except as prescribed by statute or policy.

Air Force Policy (civilian)

IAW AFR 40-713: the Air Force recognizes and supports the principles of the Equal Employment Program. Air Force managers and supervisors are responsible for effecting these principles through personnel management decisions and for making EEO considerations an integral part of the management process.

AIR FORCE CORE VALUES

INTEGRITY
SERVICE
EXCELLENCE

Core Values Relate to Organizational Climate

Core Values tell us the price of admission to the Air Force itself, they point to what is universal and unchanging in the professional arms, and help us get a fix on the ethical climate of the organization

Communication Listening, Perceptions, and Prejudice

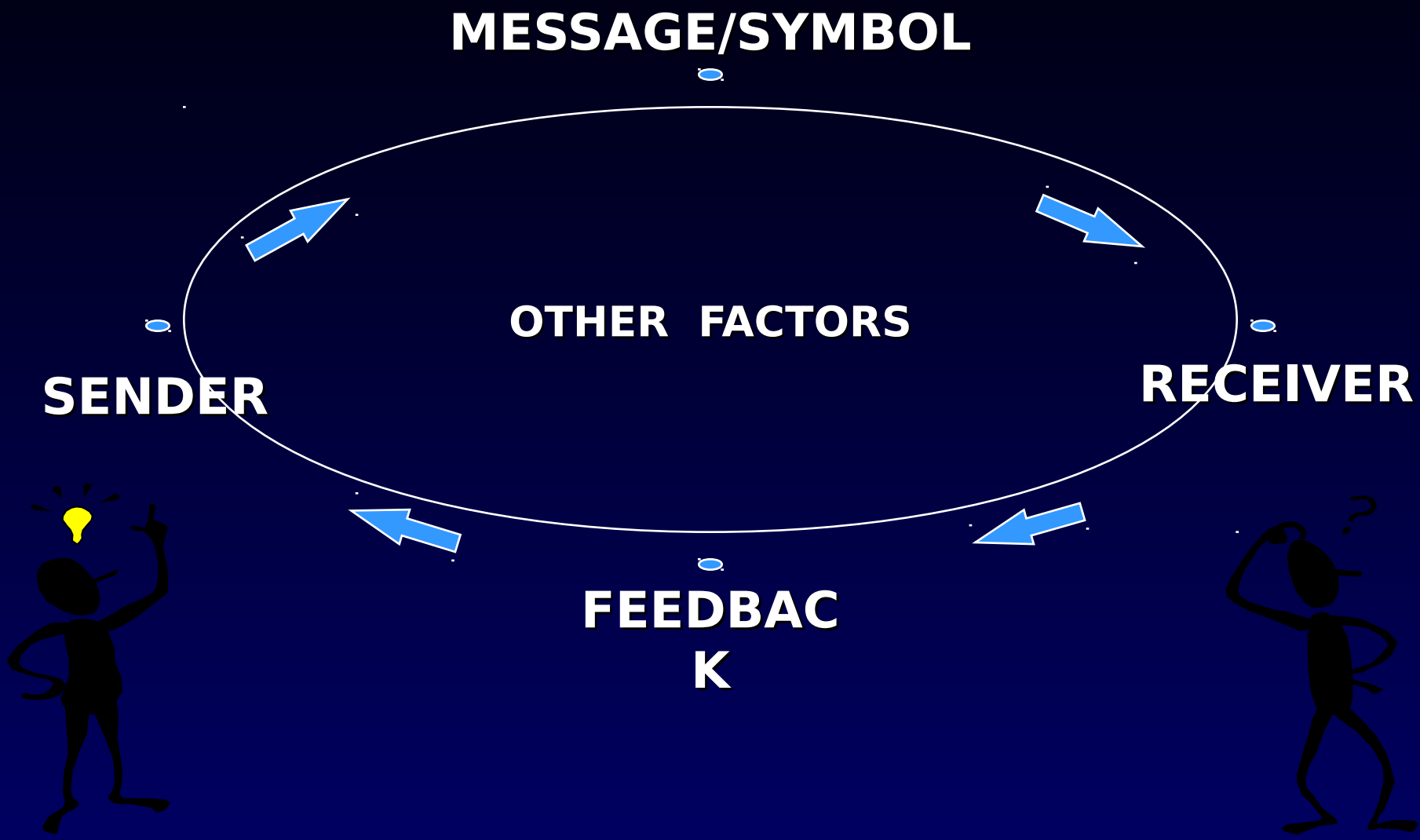
COMMUNICATION

Communication

Definition - The transmission of information, ideas, attitudes or emotions from one person to another, by conveying those ideas through written or spoken symbols or other verbal or non-verbal signs.

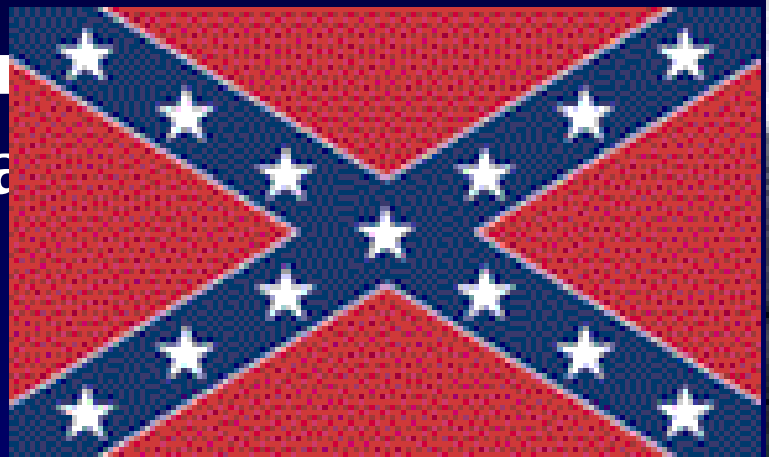
“I’ll bet my dad can lick your dad.”

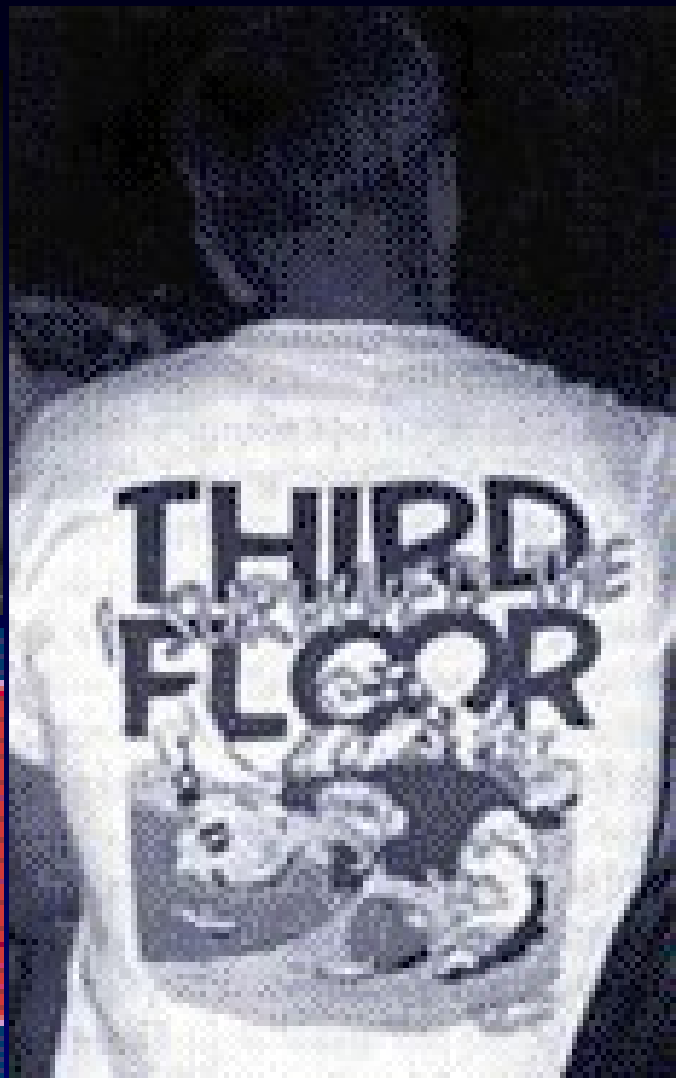
Communication Process

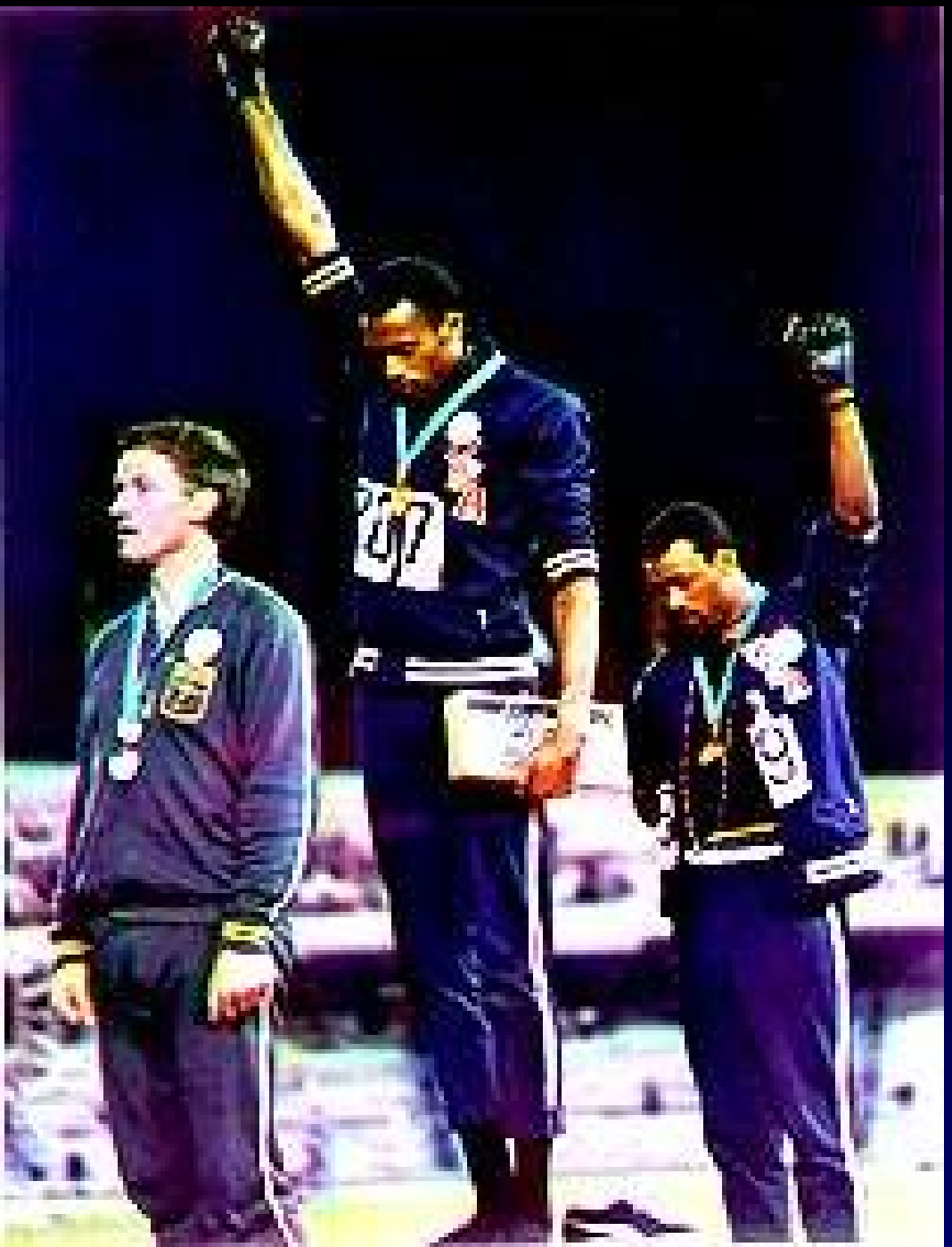


Non-Verbal Communication

- Lack of Eye Contact
- Swastika
- Religious Symbols
- Bumper Stickers
- Hand Sign
- Confederate Flag







The Black Power Movement Comes to the Olympics

- Raised right hand
  - Power in Black America
- Raised left hand
  - Unity of Black America
- Together
  - Arch of Unity & Power
- Black Scarf
  - Black Pride

1968 Mexico City Olympic Games

LISTENING

Listening

Definition - A complex process involving four separated but interrelated components:

- **Receiving**
- **Attending**
- **Assigning Meaning**
- **Remembering**

“We won’t have a problem finding the car tonight. I left the radio on full blast when I parked this morning.”

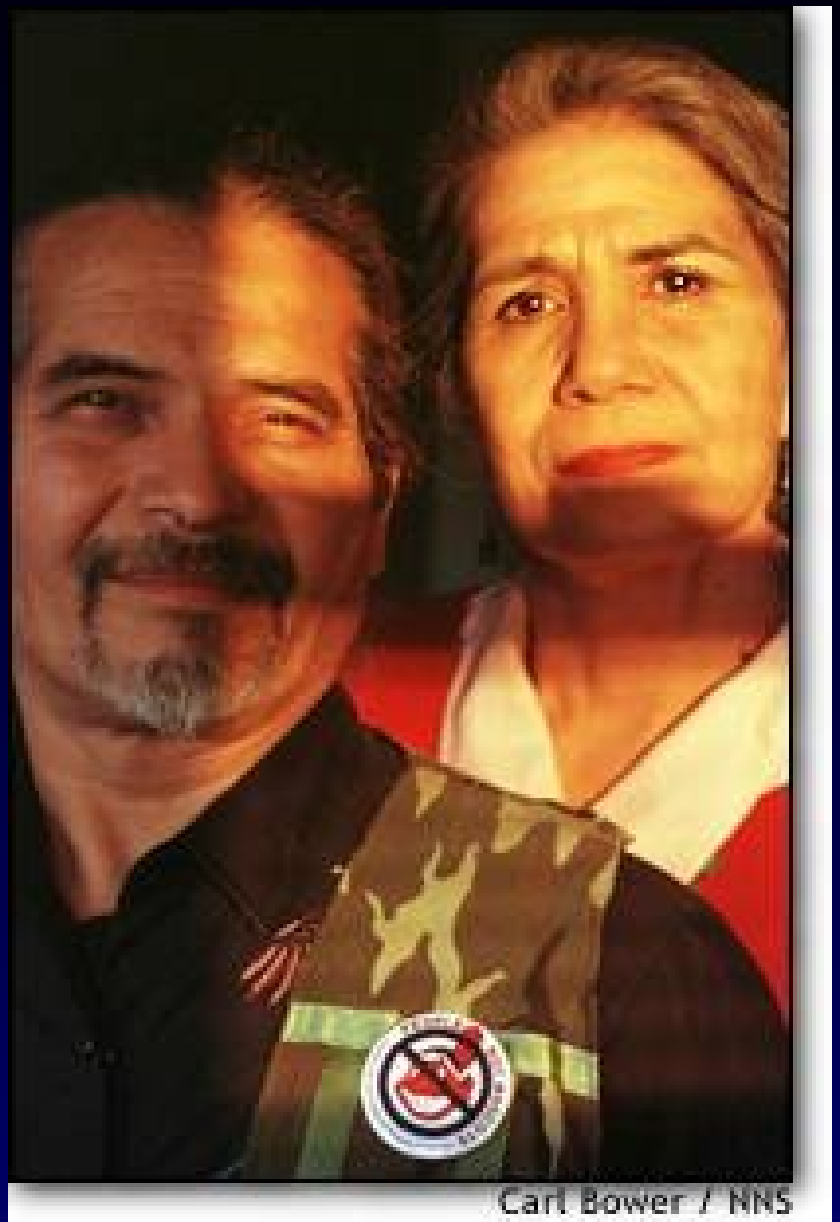
PERCEPTION

PERCEPTION

Definition - A person's immediate experience of other persons or objects gained through the sense organs, and somewhat modified by the perceiver's personal characteristics and by societal influences.

STEREOTYPE

Stereotyping



Categorizing people in a fixed or general pattern which may lead to making invalid assumptions regarding the particular group and

PREJUDICE

Prejudice

Definition - A judgement against, or an opinion contrary to, anything without just grounds or sufficient knowledge.

Similar to stereotyping, prejudice is a faulty and inflexible generalization based on an individual's aversion or dislike towards a person or group.

Origin of Prejudice

- Childhood fears
- Authoritarian parents
- Parental attitudes
- Media

Unlawful Discrimination & Sexual Harassment

DISCRIMINATION

Unlawful Discrimination (military)

Definition - A disparagement in treatment of people based on their color, national origin, race, religion, or sex, and such distinctions are not authorized by law or regulation, IAW AFI 36-2706

Unlawful Discrimination (civilian)

Definition - An unlawful employment practice that occurs when an employer fails or refuse to hire, discharge, or otherwise discriminates against any individual with respect to compensation, terms, conditions, or privileges of employment because of race, color, religion, sex, national origin, age, reprisal, physical, or mental disability...IAW AFI 36-1201

Discrimination on the basis of an immutable characteristic associated with race, such as skin color. Also, hair texture or certain facial features.

NATIONAL ORIGIN

An individual's or ancestor's place of origin. Also applies to a person who has the physical, cultural, or linguistic characteristics of a national group.

American Indian or Alaskan Native; Asian or Pacific Islander; Black (Not of Hispanic Origin); Hispanic; White (Not of Hispanic Origin)

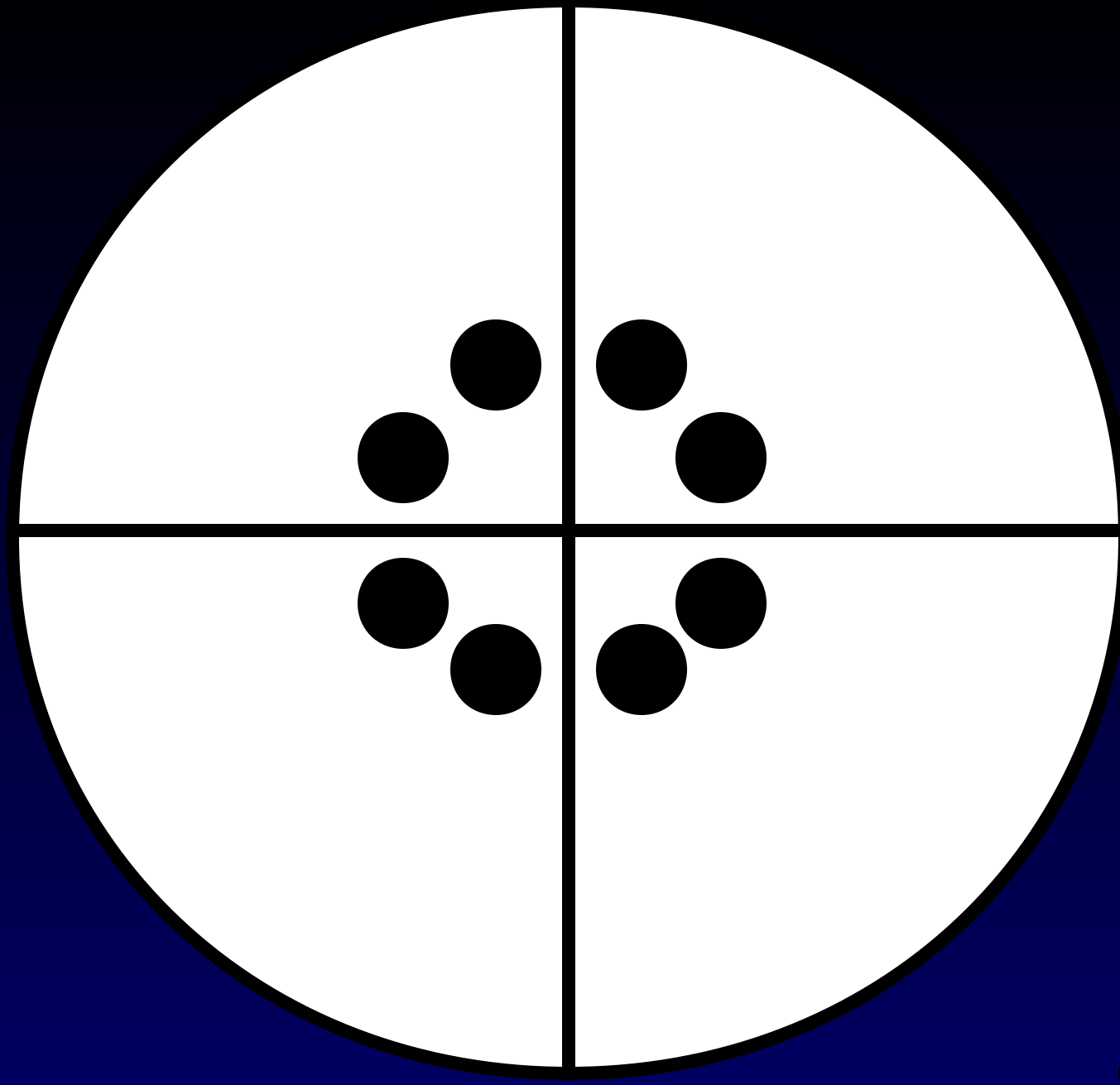
The Constitution of the United States, Amendment 1,
Ratified December 15, 1791

“Congress shall make no law respecting an establishment

Sexism - Discrimination based on sex

Obvious Discrimination

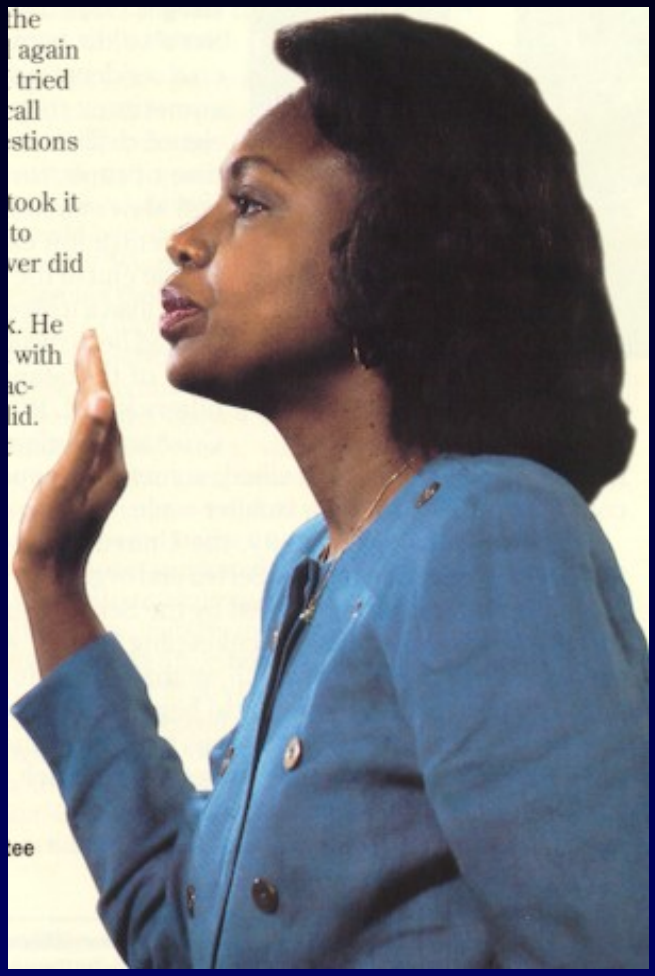
Subtle Discrimination



SEXUAL HARASSMENT

Sexual Harassment

A form of sex discrimination that involves **unwelcome** sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature **WHEN:**



Sexual Harassment

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job pay or career (quid pro quo); or
- Submission to or rejection of such conduct by a person is used as a basis for a career or employment decisions affecting that person; or (quid pro quo)
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive work environment

Sexual Harassment

Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee, or

Sexual Harassment

Any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment

Examples of Sexual Harassment

- Verbal abuse in the form of sexually degrading language
- Physical abuse in the form of unwelcome touching
- Threats of adverse personnel actions for refusal to cooperate
- Promises of rewards or benefits for cooperating

CONSEQUENCES

Filing Complaints

- **INFORMAL COMPLAINT**
- **FORMAL COMPLAINT**

Reprisal

Reprisal (military)

Taking or threatening to take an unfavorable personnel action **or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation** ***against a military member for making or preparing to make a protected communication.***

“Now remember, Welby, after the child is delivered, don’t slap it’s backside too hard. We

Roles & Responsibilities

Individual's Role

- Develop an EO awareness/involvement
- Perform self evaluation for discriminatory behavior(s)
- Comply with Air Force policy
- Model behavior which fosters positive human relations
- Know your chain of command & helping agencies

Victim's Role

- Recognize when standards aren't being met
- Clarify perceptions versus fact
- Document what occurred… who, what, when, where
- Consider confronting alleged offender
- Use chain of command, MEO, EEO, etc
- Report reprisals

Friend Coworker's Role

- Be a good listener and take action
- Encourage formal/informal resolution in a timely manner
- Report to proper authorities if necessary
- Follow up

Supervisor's Role

- Set positive example on/off duty
- Enforce EO policies
- Take action on every issue
- Address rumors
- Keep chain of command informed of issues affecting workplace
- Give feedback on issues worked

Commander's Role

- Reiterate AF EO Policy
- Open Door Policy
- Address every issue
- Take appropriate action (s) to end unlawful discrimination/sexual harassment and ensure there are no reprisals
- Brief complainant/alleged offender on results
- Correct management deficiencies
- Report results of EO issues worked to MEO

Summary

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  Listening, and Prejudice
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Summary

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- VI Roles and Responsibilities
- Closure

MEO CONTACTS

Cpt Vicki Pfeifer

Chief Military Equal Opportunity

Lt Aaron Dominique

Military Equal Opportunity Officer

TSGT Michele Curtis

Officer Select/ MEO Assistant

Building 728 Phone Number X5153